

[Cohort guide](#) · [Group coaching for managers](#)

The Leadership Circle

A 12-week small-group program for managers and senior professionals in tech: practice the conversations that decide how you lead, with peers who face the same rooms you do.

FORMAT

6 × 90 min, biweekly

GROUP

4–6 managers

PRICE

€600 / person

Book a free consultation →

fluentintechcoaching.com/programs

Leadership is learned in practice, not in theory.

Most managers in tech were promoted for being excellent at the work. Nobody taught them how to influence a skeptical director, give feedback that lands, or hold their ground in a meeting run in someone else's first language. The Leadership Circle is where you practice exactly that, in a small, confidential group, on your real situations.

Over twelve weeks you meet six times, every two weeks, for 90 minutes. Each session pairs one proven framework with live practice and a peer case discussion. The two weeks in between are where the real work happens: you try the approach at work and bring back what happened.

You're a fit if you...

- Manage people or lead projects in tech, product, data or operations
- Are new to management, or ready for your next step up
- Work in an international team, often in English as a second language
- Want practice and honest feedback, not another lecture

What you leave with

- A stakeholder map and a plan for managing up
- Scripts for your hardest feedback and conflict conversations
- A three-minute leadership story you have delivered and refined
- A one-page leadership action plan for the next six months

HOW IT WORKS

Every session follows the same rhythm.

A predictable structure means less time on logistics and more time practicing. Each 90-minute session runs like this:

MINUTES	SEGMENT	WHAT HAPPENS
15	Field report	Each person shares what they tried since the last session: what worked, what didn't and what they noticed.
20	The framework	One practical model, explained with tech-world examples and the exact language to use it.
30	Live practice	Role-plays in pairs and trios on your own scenarios, with feedback from me and the group.
20	Peer case clinic	One participant brings a live situation. The group asks questions, offers options and challenges assumptions.
5	Commitment	You name one specific thing you will do at work before the next session.

BETWEEN SESSIONS

Field work

One short assignment applied at work, about an hour over two weeks.

IN SESSIONS

Real cases

Every role-play and case uses situations participants are facing now.

THROUGHOUT

Confidential

What's said in the Circle stays in the Circle. Sessions are not recorded.

THE CURRICULUM

Six sessions, three phases.

Phase 1 · Foundations: how you show up

WEEKS 1-4

Understand your leadership style and how others experience it.

SESSION	THEME	FRAMEWORK & PRACTICE	FIELD WORK
S1 · WK 1	Your leadership baseline	Working styles and how they clash across teams and cultures. Communicating with the Pyramid Principle: lead with the answer, then the reasons. Everyone delivers a two-minute update and gets feedback.	Ask three colleagues for one strength and one blind spot
S2 · WK 3	Executive presence & influence	Credibility, relationships and visibility as the three levers of influence. How to speak so senior people listen: brevity, a clear point of view and calm under questions.	Draft your three-minute leadership story

Phase 2 · Leading others: the hard conversations

WEEKS 5-8

Handle the conversations most managers postpone.

SESSION	THEME	FRAMEWORK & PRACTICE	FIELD WORK
S3 · WK 5	Stakeholders & managing up	Stakeholder mapping: decision-makers, influencers, blockers and champions. How to bring your manager a problem, a recommendation and a decision to make. Practice pitching an idea to a skeptical executive.	Map the stakeholders of one current initiative

SESSION	THEME	FRAMEWORK & PRACTICE	FIELD WORK
S4 • WK 7	Difficult conversations & feedback	Feedback with Situation–Behavior–Impact, and coaching conversations with GROW. Three role-plays that get progressively harder, from a missed deadline to a disagreement with a peer.	Hold one feedback conversation you've been avoiding

Phase 3 • Leading at scale: across cultures and change

WEEKS 9–12

Lead people who work, disagree and decide differently from you.

SESSION	THEME	FRAMEWORK & PRACTICE	FIELD WORK
S5 • WK 9	Leading across cultures	Direct and indirect feedback, how decisions get made, and what silence means in different cultures. Conflict modes: when to collaborate, compromise or hold firm. Practice announcing an unpopular decision.	Agree working norms with your team, or one team you work with
S6 • WK 11	Your leadership action plan	Bring together the feedback you've collected and what you've learned. Each person presents a five-minute plan: two or three development areas, the actions behind them and how they will stay accountable.	Your leadership action plan, reviewed by the group

THE PEER CASE CLINIC

Your situation, six perspectives.

The case clinic follows a simple, disciplined format so the presenter gets options, not opinions:

1 • Present

The presenter describes the situation in three minutes and states what they want help with.

2 • Clarify

The group asks questions only. No advice yet.

3 • Explore

The group discusses options while the presenter listens and takes notes.

4 • Commit

The presenter chooses a next step and reports back at the next session.

Telling your leadership story with PAR.

From session 2 onward you build short stories that show how you lead, for promotion conversations, interviews and introductions to senior stakeholders. Each follows the PAR method:

P: Problem

What was at stake, and why it mattered to the business.

A: Action

What *you* did: the decisions, the conversations, the trade-offs.

R: Result

What changed, with numbers where you have them, and what you learned.

PRACTICAL DETAILS

Joining a Circle.

QUESTION	ANSWER
Where	Live on Google Meet. Sessions are scheduled at a time that works for the group.
Group size	Four to six people from different companies, so everyone practices and gets feedback in every session.
Time needed	90 minutes every two weeks, plus about an hour of field work between sessions.
Start date	A Circle starts as soon as a group fills. Join the waitlist to hear about the next start date first, with no obligation to join.
If it doesn't fill	Move to the next start date, or switch to one-to-one leadership coaching instead.
Language	Sessions run in English. Participants don't need perfect English: practising leadership in English is part of the point.

INVESTMENT

Pricing.

Leadership Circle

€600 / person

Six 90-minute group sessions over twelve weeks, field work, templates and group feedback on your action plan.

Prefer one-to-one?

Leadership coaching is also available one-to-one, from €150 per session down to €135 in the full program, fully tailored to your situation. Companies can book a private Circle for their own managers. See corporate programs on the website.

Invoices are available for employer reimbursement.

NEXT STEP

Book a free consultation

Tell me where you are now, where you want to be and what's in the way. You'll leave the call with a clear recommendation from me, whether or not we decide to work together.

Book a free consultation →

BOOK

fluentintechcoaching.com/book

EMAIL

mark.parfenov@gmail.com

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